

NSPS Performance Management System Guide for Determining Appropriate Performance Indicators

Performance indicators are general descriptions of levels or thresholds of employee performance used to measure, evaluate, and score an employee's achievement of his/her job objective(s). The appropriate performance indicator will be documented in Part D of the NSPS performance plan form (DD Form 2906) for each eligible employee.

Performance Indicators

- Professional/Analytical Performance Indicator (generally applies to professional employees),
- Supervisor/Manager Performance Indicator (generally applies to supervisory and managerial employees; and
- Technician/Support Performance Indicator (generally applies to technicians, administrative support, fire fighters and police/security guards).

Pages two to four outline the framework for each pay schedule and pay band and how they associate to the performance indicators. To use the chart, you will need to know the employee's career group, pay band and supervisory functions, if applicable. You will then follow the steps outlined below. Several examples are also listed.

Step 1 - Find the employee's assigned pay schedule in the far left column.

Step 2 - Within that grouping, find the employee's assigned pay band within the employee's assigned career group.

Step 3 - Determine if the employee performs supervisory duties, then select that row.

Step 4 - Find the applicable performance indicator in the far right column.

Examples - Determining Performance Indicators

IF Occupation is:	AND Pay Schedule is:	AND Pay Band Level is:	AND Performs Supervisory Duties (Yes/No):	THEN: Performance Indicator
Secretary (0318)	Standard Technician/Support (YB)	1	No	Technician/Support 1
Budget Analyst (0560)	Standard Professional/Analytical (YA)	1	No	Professional/Analytical 1
Pharmacist (0660)	Medical Professional (YH)	2	No	Professional/Analytical 2
Pharmacist (0660)	Medical Supervisor (YJ)	2	Yes	Supervisory/Managerial 2
Ceramic Engineer (0983)	Scientific & Engineering Professional (YD)	3	No	Professional/Analytical 3
Engineering Technician (0802)	Scientific & Engineering Technician/Support (YE)	3	No	Technician/Support 3
Engineering Technician (0802)	Scientific & Engineering Technician/Support (YE)	3	Yes	Supervisory/Managerial 2 or 3 (depending on base salary)

Professional/Analytical Pay Schedules

Pay Schedule	Pay Bands												Performance Indicators		
Standard Professional/Analytical (YA)				Band 1						Band 2				Professional/Analytical 1	
											Band 2				Professional/Analytical 2
													Band 3		Professional/Analytical 3
Scientific / Engineering Professional (YD)				Band 1						Band 2				Professional/Analytical 1	
											Band 2				Professional/Analytical 2
													Band 3		Professional /Analytical 3
Medical Professional (YH)				Band 1						Band 2				Professional /Analytical 1	
											Band 2				Professional/Analytical 2
													Band 3		Professional/Analytical 3
Physician / Dentist (YG)											Band 2				Professional/Analytical 2
													Band 3		Professional/Analytical 3
Performing supervisory duties															Supervisors 3
Investigative (YK)				Band 1						Band 2				Professional/Analytical 1	
											Band 2				Professional/Analytical 2
													Band 3		Professional/Analytical 3

Supervisory Pay Schedules

Pay Schedule	Pay Bands												Performance Indicators
Standard Supervisors (YC)							Band 1						Supervisors 1
											Band 2		Supervisory 2
												Band 3	Supervisors 3
Scientific / Engineering Supervisors (YF)							Band 1						Supervisors 1
											Band 2		Supervisors 2
												Band 3	Supervisors 3
Medical Supervisors (YJ)							Band 1						Supervisors 1
											Band 2		Supervisors 2
												Band 3	Supervisors 3
Investigative / Protective Supervisors (YN)							Band 1					Band 4	Supervisors 3
											Band 2		Supervisors 2
													Supervisors 2

Technician/Support Pay Schedules

Pay Schedule	Pay Bands										Performance Indicators			
Standard Technician/Support (YB)	Band 1					Band 2							Technician/Support 1	
													Technician/Support 2	
						Band 3							Technician/Support 3	
Performing supervisory duties													Base salary \$46,189 -60,049	Supervisors 1
													Base salary \$60,050 -71,965	Supervisors 2
Scientific / Engineering Technician/Support (YE)	Band 1					Band 2							Technician/Support 1	
													Technician/Support 2	
						Band 3							Technician/Support 3	
Performing supervisory duties													Base salary \$46,189 -60,049	Supervisors 1
													Base salary \$60,050 -71,965	Supervisors 2
Scientific / Engineering Technician/Support (YE)											Band 4		Technician/Support 4	
Performing supervisory duties													Supervisors 2	
Medical Technician/Support (YI)	Band 1					Band 2							Technician/Support 1	
													Technician/Support 2	
						Band 3							Technician/Support 3	
Performing supervisory duties													Base salary \$46,189 -60,049	Supervisors 1
													Base salary \$60,050 -71,965	Supervisors 2
Fire Protection (YL)	Band 1					Band 2							Technician/Support 1	
													Technician/Support 2	
						Band 3							Technician/Support 3	
Performing supervisory duties													Base salary \$46,189-60,049	Supervisors 1
													Base salary \$60,050 -71,965	Supervisors 2
Fire Protection (YL)											Band 4		Technician/Support 4	
Performing supervisory duties													Supervisors 2	
Police/Security Guard (YM)	Band 1					Band 2							Technician/Support 1	
													Technician/Support 2	

Pay Schedule	Pay Bands										Performance Indicators
Student (YP)	Band 1										Technician/Support 1
											Professional/Analytical 1 OR Technician Support 2